

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Cowan's Ace Hardware

b. Tel. No. 417-869-2912

c. Cell No. N/A

f. Fax No. N/A

d. Address (Street, city, state, and ZIP code)
3310 W. College St.
Springfield, Missouri 65802e. Employer Representative
(b) (6), (b) (7)(C)

g. e-Mail

(b) (6), (b) (7)(C)

h. Number of workers employed
8-9i. Type of Establishment (factory, mine, wholesaler, etc.)
Retail Storej. Identify principal product or service
Retail Sales of hardware products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In or around December 2022, (b) (6), (b) (7)(C) approached co-workers to discuss concerns about pay in the hopes that the employees could go forward with one another to address issues with unequal and low pay. (b) (6), (b) (7)(C) continued to discuss these issues with other employees. On or about (b) (6), (b) (7)(C) 2023, (b) (6), (b) (7)(C) approached another co-worker to discuss pay and told the co-worker that other employees were attempting to collect information on pay and to group together in order to speak to management. After speaking with the employee on (b) (6), (b) (7)(C) 2023, (b) (6), (b) (7)(C) was terminated on (b) (6), (b) (7)(C) 2023 due to alleged "bank restructuring" (b) (6), (b) (7)(C) had not been warned or disciplined prior to (b) (6), (b) (7)(C) termination.

Thus, on or about (b) (6), (b) (7)(C) 2023, the employer by its officers, agents and representatives terminated the employee (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) union or protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. N/A

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. N/A

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Person making charge)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Address

• 4/7/23
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.